

**THE INFLUENCE OF EMPLOYEE EMPOWERMENT,
TRAINING, AND TEAMWORK ON ORGANIZATIONAL
COMMITMENT**

(EMPIRICAL STUDY AT NARASI TV)



THESIS

Submitted as a Partial Fulfillment of the Requirement for Obtaining a Bachelor
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by:

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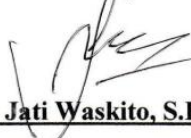
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APPROVAL PAGE

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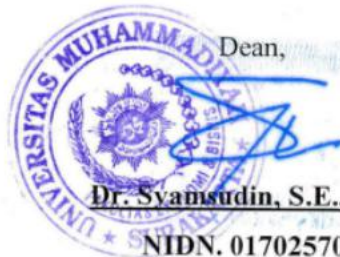
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(Empirical Study At Narasi Tv)

Abstrak

Komitmen organisasi adalah salah satu hal terpenting dari setiap organisasi untuk mempertahankan eksistensi dan keberlangsungan jalannya organisasi. Oleh karena itu, penelitian ini bertujuan untuk mengetahui pengaruh Pemberdayaan Pegawai, Pelatihan, dan Kerja Sama terhadap Komitmen Organisasi. Untuk memenuhi tujuan penelitian, pengumpulan data dilakukan dengan survei online di Narasi TV dengan 36 responden. Penelitian ini bersifat kuantitatif, dan data yang terkumpul dianalisis dengan SPSS dan menggunakan metode regresi linier berganda. Hasil penelitian menunjukkan bahwa *Employee Empowerment* dan *Teamwork* berpengaruh positif signifikan terhadap *Organizational Commitment* Narasi TV. Namun, temuan menunjukkan bahwa *Training* tidak berpengaruh positif signifikan terhadap Komitmen Organisasi di Narasi TV

Kata Kunci: Pemberdayaan Karyawan, Pelatihan, Kerja Tim, Komitmen Organisasi

Abstract

Organizational commitment is one of the foremost essential goals of any organization to maintain its existence and survival. Therefore, this study aims to know the influence of Employee Empowerment, Training, and Teamwork on the Organizational Commitment. To fulfil the state of the objectives of the research, the data were collected using an online survey at Narasi TV with 36 respondents. This research is quantitative conduct, and the collected data were analyzed by SPSS and using multiple linier regression method. The findings indicated that Employee Empowerment and Teamwork has a significant positive effect on Organizational Commitment at Narasi TV. But, the findings indicated that Training has no significant positive effect on Organizational Commitment at Narasi TV.

Keyword: Employee Empowerment, Training, Teamwork, Organizational Commitment

1. INTRODUCTION

Nowadays, since organizations are becoming digitized, making global competition is getting more potent than before, and market changes are swift. (Yusril, 2019) emphasized, “the challenge of reducing human participation in industry 4.0 processes, until changing of business models seems to prosecute those young workers in the industry”. Therefore, the role of human

resourcemanagement is crucial for making employees more competitive and credible to reach long-term organizational goals. Understanding human resource management is a program of activities to obtain human resources, develop, maintain, and utilize them to achieve organizational goals (Hariandja, 2002). According to Hanaysha (2016), the rapidly increasing competition in various markets has urged organizations to focus on their employees and ensure their commitment to the workplace.

Karim and Rehman in Hanaysha (2016b) demonstrated, employees that have a higher commitment rate toward the organization are perceived to be more productive, harmonious, have better loyalty toward their work, and posse higher responsibility. Interesting to note that organizational commitment is one of the foremost essential goals of any organization to maintain its existence and survival. Busro (2018) also argued that “the higher organizational commitment, will be able to improve employee’s performances, and vice versa, the lower the organizational commitment to the lower the employee’s performances.”.

Hanaysha (2016) stated that behavioral factors such as Employee Empowerment, Teamwork, and Training have a positive and significant effect on organizational commitment. The definition of employee empowerment is “created by planning an environment where employees feel free and are allowed to make their own decisions based on their work-related situations (Elnaga et al., 2013)”. Hanaysha (2016) stated that behavioral factors such as Employee Empowerment, Teamwork, and Training have a positive and significant effect on organizational commitment. The definition of employee empowerment is “created by planning an environment where employees feel free and are allowed to make their own decisions based on their work-related situations (Elnaga et al., 2013)”.

Training is an ongoing process through which employees truly obtain the necessary knowledge and be able to know how to perform well in an organization (Hanaysha, 2016). Therefore, training reveals as an important variable that can affect the behavior of employees (Ali et al., 2017).

Employees should work together toward organizational aims and goals. Teamwork can enable the members of the team to have a higher level of emotional security, self-confidence, and the ability to plan and decide with others positively (Sanyal and Hisam, 2018). Sanyal and Hisam (2018) also argued that teamwork helps in creating a healthy work environment with workable agendas, creative activities, positive strategies, and values.

In essence, digitalization can change all aspects of life, especially in the economic sector, causing changes in the market and higher levels of competition. The consequences of the company are improving the quality of employees as human capital and controllers in all aspects of running a business. Improving the quality can be done through employee empowerment, training, and teamwork toward achieving exemplary organizational commitment between employees and the company. Hopefully, this research is expected to be a direction for human resource managers and also companies to create organizational productivity and succeed.

Narasi TV is a digital television company that was founded in 2018. Narasi TV has various talk programs, reportage, documentary packaging, opinions, and interaction space, as well as managing communities, activations, and events online and offline through digital channels at www.narasi.tv.

2. METHOD

To achieve the objectives of this study, the researcher used a quantitative approach. Research methods based on the philosophy of positivism are used to examine a particular population or sample, data collection using research instruments, quantitative/statistic data analysis, to describe and test hypotheses that have been set (Sugiyono, 2017). . In this study, the research subjects are employees of Narasi TV. Data collection methods used in this study are interviewing the Head of Human Resource at Narasi TV and giving Questionnaire to the employees at Narasi TV by online via *Google Form Survey*. The type of sampling conducted by researchers in this study is Purposive Sampling, it is one type of non-probability sampling. The researcher considered the decision of the

HR Team of Narasi TV in approving the sample as respondents in several departments that were closely related to this study. As for the departments that were determined as samples, namely the Human Resource Department, General Affairs Department, Finance and Accounting Department, MCN- Multi Content Creator Department, and MCN - Production Department and this research get 36 respondents.

While the data analysis technique used is multiple linear regression analysis to determine the influence of employee empowerment, training and teamwork on organizational commitment. The data obtained were then tested by the instrument through the validity test and reliability test. Data that has passed the instrument test, then tested with the classical assumption test, and then tested with multiple linear regression.

3. RESULT AND DISCUSSION

3.1 Validity and Reliability Test

Table 1. Validity Test

No	$R_{\text{calculated}}$	R_{table}	Conclusion
X1.1	0.794	0.329	Valid
X1.2	0.747	0.329	Valid
X1.3	0.732	0.329	Valid
X1.4	0.666	0.329	Valid
X1.5	0.736	0.329	Valid
X2.1	0.821	0.329	Valid
X2.2	0.820	0.329	Valid
X2.3	0.930	0.329	Valid
X2.4	0.899	0.329	Valid
X2.5	0.700	0.329	Valid
X3.1	0.940	0.329	Valid
X3.2	0.630	0.329	Valid
X3.3	0.959	0.329	Valid

X3.4	0.912	0.329	Valid
X3.5	0.940	0.329	Valid
X3.6	0.872	0.329	Valid
Y.1	0.718	0.329	Valid
Y.2	0.842	0.329	Valid
Y.3	0.841	0.329	Valid
Y.4	0.870	0.329	Valid
Y.5	0.778	0.329	Valid

Source: Primary data processed by SPSS

Table 1 shows that questions of all variables are valid, because $R_{\text{calculated}} > R_{\text{table}} (0,329)$.

Table 2. Validity Test

Variable	Cronbach Alpha	Role of Tumb	Conclusion
Empowerment	0.786	0.60	Reliable
Training	0.816	0.60	Reliable
Teamwork	0.812	0.60	Reliable
Organization Commitment	0.87	0.60	Reliable

Source: Primary data processed by SPSS

These results indicate the value of the reliability coefficient (Cronbach Alpha) is more than 0.60. It means that all questions are declared reliable.

3.2 Classic Assumption Test

Table 3. Normality Test

	Asymp. Sig (2-tailed P)	Result	Status
Unstandardized Residual	0.200	$P > 0.05$	Normal

Source: Primary data processed by SPSS

Table 3. shows that the result of **Kolmogorov-Smirnov One-Sample Test** the Asymptotic Significance from the data is 0.200, which means that the data normally distributed, because Asymptotic Significance (probability) > significance level (α).

Table 4. Multicollinearity Test

Variable	Tolerance	VIF	Status
Employee Empowerment	0.981	1.020	Non - Multicollinearity
Training	0.860	1.163	Non - Multicollinearity
Teamwork	0.845	1.183	Non - Multicollinearity

Source: Primary data processed by SPSS

The table above shows that the tolerance value of employee empowerment is 0.981, training is 0.860, and teamwork is 0.845. Besides that, the VIF value of employee empowerment is 1.020, training is 0.860, and teamwork 0.845, whether it less than 10.00. It means that the data there is no inter-correlation between independent variables or called non-multicollinearity.

Table 5. Heteroscedasticity Test

Variable	Sig	Significance Level	Status
Employee Empowerment	0.325	0.05	Non – Heteroscedasticity
Training	0.695	0.05	Non – Heteroscedasticity
Teamwork	0.261	0.05	Non – Heteroscedasticity

Source: Primary data processed by SPSS

Table 5. shows that the result of heteroscedasticity by using Glejser Method, the Significance of employee empowerment is 0.325, training is 0.695, and teamwork is 0.261. So, the significance value of all variables is more than 0.05. It means that the data is homoskedasticity, or there is no heteroscedasticity.

3.3 Multiple Linear Regression

Table 6. Multiple Linear Regression Tets

Variable	B Coefficient	T	Sig	Status
(Constant)	0.032	1.953	0.060	
Employee Empowerment	0.390	2.280	0.029	Significance
Training	-0.00315	-1.638	0.111	Non - Significance
Teamwork	0.267	2.374	0.024	Significance
F calculated	68.939			
F sig.	0.000			Significance
R	0.931			
R Square	0.866			

Source: Primary data processed by SPSS

From the data result of multiple linear regression analysis, show that the equation is:

$$Y = 0.032 + 0.390 X_1 - 0.00315 X_2 + 0.267 X_3 + \varepsilon$$

$\alpha = 0.032$ If the value of Employee Empowerment (X_1), Training (X_2), and Teamwork (X_3) is constant (0), so the organizational commitment has levels 0.032

$\beta_1 = 0.390$ The value of Employee Empowerment (X_1) coefficient regression is 0.390. It means that if Employee empowerment has increased 1% and other variables

are constant, then organizational commitment will increase by 0.390.

$\beta_2 = - 0.00315$ The value of Training (X_2) coefficient regression is - 0.00315. It means that if Training has decreased 1% and other variables are constant, then organizational commitment will increase by 0.00315

$\beta_3 = 0.267$ The value of Teamwork (X_3) coefficient regression is 0.267. It means that if Teamwork has increased 1% and other variables are constant, then organizational commitment will increase by 0.267.

3.4 Discussion

3.4.1 Employee Empowerment

The results of data processing based on a predetermined methodology, which uses multiple linear regression shows that the results of $t \text{ sig.} = 0.029 < 0.05$, it means the Employee Empowerment variable value is less than 0.05. From these results stated that H_1 was accepted. These indicate that the employee empowerment variable has a relationship with organizational commitment.

Employee empowerment is created by planning an environment where employees feel free and are allowed to make their own decisions based on their work-related situations (Ahmad and Manzoor, 2017; Elnaga et al., 2013). When employees feel recognized and trusted to do and decide on something, then a sense of belonging in their psychological will be embedded. So, they automatically have a strong organizational commitment because the company has empowered it

The result of this study is undoubtedly influenced by the situation in Narasi TV. Why employee empowerment is stated to effect on organizational commitment at Narasi TV, this is because employee empowerment at Narasi TV can be felt by all elements of employees at Narasi TV. It can be shown from the

results of the researcher's interview, the application of employee empowerment in the Narasi TV is illustrated by the activities of various clubs (ex: badminton, futsal, yoga, etc).

3.4.2 Training

The table above shows that the tolerance value of employee empowerment is 0.981, training is 0.860, and teamwork is 0.845. Besides that, the VIF value of employee empowerment is 1.020, training is 0.860, and teamwork 0.845, whether it less than 10.00. It means that the data there is no inter-correlation between independent variables or called non-multicollinearity.

3.4.4 Simultaneous test

A simultaneous test (F-Test) is used to know whether all the independent variables, namely Employee Empowerment (X_1), Training (X_2), and Teamwork (X_3) together have a positive and significant effect on the dependent variable, namely organizational commitment (Y).

The results of multiple linear regression analysis are shown in table 6. that the value of F sig. is 0.000. It means the independent variable and independent variables simultaneously have a significant effect on the independent variables.

4. CONCLUSION

Based on the result of the data analysis and the discussion, the researcher concludes that Employee Empowerment (X_1) has a positive effect on organizational commitment (t sig. = 0.029), Training (X_2) has no positive effect on Organizational Commitment (t sig. = 0.111), and. Teamwork (X_3) has a positive effect on Organizational Commitment (t sig. = 0.024). While, Based on the result of the F-test shows that Employee Empowerment (X_1), Training (X_2), and Teamwork (X_3) simultaneously give a positive effect on Organizational Commitment (Y). Because of the value of F sig. = 0.000 less than 0.05.

4.1 Research limitation

Following the results of the data analysis and the discussions, there are limitations of the study below:

1. Research respondents are not representative of all departments in Narasi TV. This is because of the agreement of the Human Resource Department of Narasi TV that the respondents in this study only from the Human Resource Department, General Affairs Department, Finance and Accounting Department, MCN- Multi Content Creator Department, and MCN - Production Department. So that researchers feel that this research is not necessarily relevant to other departments.
2. This research was conducted during the Covid 19 pandemic in 2020. With the pandemic faced by the world, the government has made regulations prohibiting large-scale meetings. So the researcher only distributed questionnaires via *Google Form Survey* and conducted interviews with Narasi TV's HR Team through the *Zoom Meeting Application*. Therefore, the researcher feel has limited information about employees and conditions in Narasi TV's company.
3. In this study, there are only three independent variables that affect the dependent variable, namely, Organizational Commitment. Even though many other factors that affect organizational commitment.

4.2 Suggestions

From the research results obtained, the researcher has several suggestions for further research. The suggestions are as follows:

4.2.1 For the further researcher:

- a. It is hoped that the researcher defines add more the respondents or samples of the research reproduced to be able to describe the real situation in the object of research.
- b. It is hoped that necessary to add more complex research methods such as intervening or moderation models to be able to answer in more detail and complex the factors that affect organizational commitment by employees.
- c. It is hoped that the researcher will make a massive approach to employees as the research sample. So, know more about the conditions experienced by employees in the organization.

4.2.2 For the Narasi TV's Company:

- a. Based on the results of this research, Employee Empowerment and Teamwork have a positive effect on Organizational Commitment. Therefore, companies must make maximum efforts to implement methods of employee empowerment and teamwork.
- b. Following the outcome of this study, Training does not have a positive effect on Organizational Commitment. In the researcher's opinion, this is likely due to a lack of variation in methods of training by the company. It makes sense with the results of interviews with the HR Team of Narasi TV stated that the training speakers only came from employees at Narasi TV and the audience are other employees at Narasi TV. The HR Team also fully supports employees who carry out training independently. Therefore, companies must seek information related to the interests and importance of training for employees at Narasi TV.

4.3 Implication of the Study

From the three independent variables studied, only the Employee Empowerment and Teamwork variables have a positive effect on organizational commitment. Therefore, companies must pay more attention to this variable. If the company more empowering employees, the employees will be more committed to the organization. Besides, if the company good at implementing teamwork, the employees will be more committed to the organization.

However, the training variable in this has no positive effect on organizational commitment. This is different from previous studies. Therefore, companies must continue to dig up information related to variable training. Have the employees at Narasi TV not felt the benefits of the training method. Alternatively, do employees not need training so that it does not affect organizational commitment.

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